

Transformation Management
Fortune 100 chemical company –
Supply Chain Transformation
Project

Key Benefit – Change management process provided direction for project to achieve its goals.

Challenges

The company recognized that it needed to focus on using change management techniques for all phases of its ERP implementations to ensure project success and improve operational performance. The company developed a change management framework for its ERP implementation projects.

Resolution and Benefits

The company leveraged its change management framework for its SAP supply chain project.

*Phase 1– Initiate communication and business sponsorship activities to **create understanding** of change management framework.*

*Phase 2 – Conduct initial Business Impact Analysis (BIA) as part of its change process to gain insight into the **impact the change** would have on the business.*

*Phase 3&4 – Additional BIA work, develop training materials, change guides and **identification of role changes for personnel**.*

*Phase 5 – Focus on training scheduling and delivering. **Timing of the training is critical.** Employees are tested and offered remedial training.*

Background

A large chemical company with \$27 billion in revenue and 60,000 employees located in over 70 countries and 200 sites. Company moving to a centralized SAP focus to maximize development, support and operations value.